DIMHRS: Enabling Military Human Resources Transformation

Why DIMHRS is important for all military personnel

DIMHRS is the Defense Integrated Military Human Resources System and it will revolutionize the way the Department of Defense manages all military personnel around the globe. As the largest enterprise resource planning program ever implemented for human resources, DIMHRS will subsume or replace 70 Army legacy systems. The first phase of DIMHRS, expected to roll out in 2008, will bring all payroll and personnel functions for the Army (Active, National Guard and Reserve) into one integrated web-based system.

What will DIMHRS provide to military personnel?

- Integrated personnel and pay
- All three Army components and multiple military branches working within one system
- Ability to track Active, Reserve, and National Guard Soldier status changes
- Worldwide accessibility
- Access to a single, comprehensive personnel record of service
- Consistent processes and data presentation
- Consolidation of multiple legacy systems and databases

How will using DIMHRS benefit Soldiers?

- 24/7 Web-based access
- Improved customer service
- Seamless strength management and accounting
- Flexible and easy to use self-service capabilities
- Less data entry and time needed for a transaction
- Accurate and timely pay processing, regardless of Soldier status

What self-service options will be available to Soldiers within DIMHRS?

- Finance
  - Start/Stop/Modify Discretionary Allotments and Savings Bonds
  - Employee Tax Withholding Request (Form W-4)
  - Direct Deposit Information Change
- Personnel
  - Personal Records Maintenance
  - Submit Action Request
  - State of Legal Residence Change
- Benefits
  - Thrift Savings Enrollment

Program Benefits

One Record: Each Soldier will have one record of service within a single system used by all DoD stakeholders

Integrates Personnel and Pay: A change in rank will automatically generate a pay adjustment

Real Time Web-based Access: HR professionals will be able to conduct business 24/7 wherever a secure Web connection can be established

Soldier Self Service: The individual Soldier can view their own record and initiate electronic workflows to update their service record or remedy problems

Multi-Component Accessibility: Future Joint Task Force commanders can access every Soldier's personnel status within one system

Accuracy: Electronic edit checks will improve data quality and provide an auditing capability to assist with error remediation and training of HR professionals to accurately manage future transactions

HR Management Improvements: Soldier benefits can be rapidly fielded to the entire Army and change results are rapidly accessible

Reduces Duplicate Data Entry: One-time data entry will populate a person's name and applicable data wherever required

Seamless Strength Reporting: All Army Components can be viewed alone or as a group in "real time"

Worldwide: Once an HR professional approves a Soldier's record, even if they are in training or overseas, the changes can be viewed in real time

Training Burden Reduced: HR professionals will learn one intuitive Web-based software product instead of dozens of complex legacy systems

Saves Time: Electronic workflows will ID data flow sticking points and minimize transit times